



# STEAMSHIPS

## Tok Steamies News

November/December 2016

Issue No.41



MERRY  
CHRISTMAS

*& a Happy new year!*

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Merry Christmas!

The year is almost over and we close off with Issue # 41. In the last twelve months we have said farewell to colleagues and welcome newcomers on board.

We have also witnessed the introduction of new products and services within our divisions; the arrival of KEERA for Pacific Towing, the demolishing of the Melanesian Hotel and refurbishment of the Ela Beach Hotel, selling of the Coastwatchers Hotel and a groundbreaking ceremony for a new Hotel in Kiunga as well as opening of Harbourside West in Port Moresby.

Many of you attended training, exhibitions, sporting events, launches, graduations and even celebrations for Independence. It surely has been a wonderful year despite a few hurdles along the way.

This issue follows our story into the future. Page two is Managing Director Peter Langslow's Christmas Message and is followed on page three with a feature of Roland Tiki who is part of the Steamships Graduate Program.

On page four we reflect on Steamships inter-company sports with highlights of this year's historic Rugby 7s tournament.

It has been a busy year for community engagement committees within the divisions. We have donated books, furniture, food, maintenance, toys, clothing, bed linens and sporting equipment to communities in which your businesses operate. As well as this we donated time, service and expertise to much needed activities whether it be helping to do sausage sizzles, sea time with YWAM or even cleaning around beaches. Page five provides a glimpse of some of the community engagement activities in the last two months of the year.

Some exciting activities are covered on page six with pictures "Out & About" and page seven highlights "Our Development" looking at workshops, conferences and new developments in our business.

On page eight we reflect on 2016 with a picture board that shows the journey we have taken over the last twelve months.

On page nine we look at Sefti results in the month of November and remind everyone of our Whistle Blowing Policy.

We look forward to hearing more from you in 2017. Happy holidays !!

*Send in your stories and high resolution images for publication in Tok Steamies Newsletter by 18th February 2017. Your stories should be no more than 200 words. Email; [toksteamies@steamships.com.pg](mailto:toksteamies@steamships.com.pg).*

As we all look forward to Christmas and to the new year, approaching now at breakneck speed, I would like to extend to all of you and your families my very best wishes for the holiday season, and sincere thanks for the huge efforts made by staff around the Steamships group during 2016.

It has been another tough year for most businesses in PNG, and Steamships has been no exception. However, the advantage of a diversified group such as ours is that it is rare for the dynamics of all our businesses to be perfectly synchronized, so while all have been dealing with the same challenging economic and business environment, the performance of some has been trending up after what was a particularly difficult recent past, while others have continued to reflect greater stability, and even while others are more distinctly struggling.

As always, there has been lots of good and hard work done, and formidable levels of activity during the year, much forward progress on many different fronts, and positive developments almost across the board - even while tempered with the occasional set-back!

Consort Express Lines and Transport and Port Services have both continued to pursue the benefits of synergy and customer efficiency promised by last year's integration projects Fusion and Kokomo, and Consort and East West Transport have been reporting improving results compared to 2015, even while challenged respectively by fleet technical difficulties and a tough marketplace. JV Port Services has managed successfully through the year, and in Lae our new joint venture terminal handling business Morobe Terminals Limited commences operation in December.

Both Consort and Pactow have continued their fleet renewal strategy during the year with a view to offering a service of the continuously improving quality and reliability required by our customers. New vessels have been delivered, as the oldest of our present fleet retire.

Pacific Palms Property has seen the promise of Harbourside starting to be realized, with the new restaurants collectively now delivering on the vision of a new Food and Beverage destination and offering a completely new dining experience to Port Moresby.

The renovation of Windward West Apartments and the construction of Baruni Industrial Estate completed during the year, while the construction of joint venture projects in Mt Hagen and Madang continue.



**Peter Langslow**



Coral Sea Hotels completed the renovation of the Ela Beach Hotel, opened three exciting new F&B venues at the Gateway with Jacksons, Enzo and Sizzler's, and is now starting work to renovate and expand the facilities of the Highlander Hotel in Mt Hagen. The Melo closed and was demolished during the year pending redevelopment, whereupon we will have the best hotel in Lae.

Laga Industries has continued its turnaround with new products and new capabilities both in the factory and in our approach to the market and our selling. Colgate Palmolive PNG, in which Steamships is a joint venture partner, has also had another good year.

Steamships is resolved always to doing the right things in the right way.

**People matter**, and with the appointment in 2016 of Shaun Carden as our new Group GM Human Resources, we are improving our approaches and capabilities in the management of our people and organization.

**Safety matters**. Throughout the year, we have maintained our focus here, with continuously improving results and we will kick off 2017 with a Safety Forum for senior management across the group, with the objective of further intensifying the focus and of identifying how we may most effectively continue to advance in this most vital area.

**And the community in which we operate matters**. We invest considerable resources in our community engagement efforts and next year will establish a new steering committee to help ensure that our community grants are put to the best possible effect in supporting organisations and initiatives with the highest possible positive impact in the areas of health, education and social welfare.

Looking forward to 2017, we may expect another challenging though certainly interesting year. Not much substantive improvement is anticipated in the economy, levels of business activity or the Kina, so resources will be tight, with constrained investment and the need always to pursue efficiency and cost effectiveness. The election will cause some distraction in the middle of the year, but hopefully also bring a little stimulus to economic activity. As we move through the year, we will be approaching ever more closely the hoped-for brighter future to which we look forward, with APEC and Steamships' centenary anniversary in 2018, and the eventual economic recovery hopefully by then becoming discernible.

Meantime we will all be looking forward to what I hope will be a very peaceful and happy holiday season for you all. Stay safe and take care - remember that security risks increase at this time of year. And to those of you who will be on duty during the holiday, my thanks as always.





**Roland Tiki— Steamships Graduate Management**

Roland Tiki has been part of the Steamships Graduate Management Program since 2014. Roland has a degree in Business Management obtained from the University of Papua New Guinea.

He is the eldest child and only son in his family. “I have two sisters; Faylin is studying law at UPNG and Alyssa is in High School at Port Moresby International School”.

Roland did most of his education at IEA schools in Lae, Kimbe and Port Moresby, “when I started University in 2009 I got a culture shock. It was the first time for me to enter a public school”. Roland says that he enjoyed university life because he met some really interesting friends.

After graduating from university in 2013 he set out like other university graduates to look for employment. It wasn't a successful period for Roland until he was introduced to the Steamships Graduate Programme by his close friends Danmon and Sebastian. Both men were a year into the program when they advised Roland to apply.

Roland says that his interest at the time lay in business management and that joining Steamships would give him leverage and create opportunities to learn more about the subject.

“I froze when I found out that I had been selected to take up the program because Steamships is a huge company; now when I look back I knew it was the right decision to take up this opportunity”

Since taking up the Steamships Graduate Management Program in 2014 Roland has gone through work experience and exposure working with Coral Sea Hotels, he was seconded to the South Pacific Games as a protocol officer for nine months and assisted the Business Improvement department at Steamships to roll out the latest Pronto upgrade project with Rena and Peril.

Roland admits that this was a challenge he took up wanting to learn new things.

“The experience and exposure I have received and continue to receive from working within Steamships is invaluable. No other company has so much diversity in the divisions and different industries in which it operates.”

Roland says that he owes his drive to his parents. They have been the key to his up bringing in a disciplined and hard working environment. He is determined to make a mark in his career whilst learning the art of business management from Steamships. “My father is hard working and owns an insurance broking company and I guess I naturally lean towards business management and want to follow in his footsteps”.

Proud moments for his parents include seeing him graduate from High School, receive a degree from the University of Papua New Guinea and land a job with Steamships under the Graduate Program.

Roland is clear and concise as to what he wants to be in the future. He says that having goals and objectives in life is important as it guides you through life. The past two years has enabled Roland to set his course using the experiences of the program as a “doorway” to opportunities to learn about the operations of the various divisions within Steamships. Learning skills and experiences in the organization, as well as serving as a Protocol Guest Servicing Officer during the Pacific Games in 2015, have taught Roland to appreciate and build flexibility in his management.

As with opportunities or highlights there are some challenges. Some of it includes perfecting his skills to keep up to speed with technology and meeting expectations of the company. “Learning Pronto and helping Rena and Peril roll out the current version of Pronto was a real challenge”. Roland says he read more literature and learnt about Pronto on the job. “I didn't want to slow the rest of the team just because I was new to the job so I read up on Pronto through different sources and was determined to keep on the same pace as the others. I am really grateful to Rena and Peril for taking me through this experience.”

When asked what he would say to young people if he was given the opportunity to speak to a crowd, he says, “I would encourage them to get the basics and principles of life right and then build up on it”. Life comes in stages according to Roland and each stage has end goals. “Education is a phase and you go through elementary, primary, high school and then University. It helps to have mentors in life to help you through your path and most importantly acknowledge God.”

Roland says for now his Graduate Program phase is to complete it; secure a permanent placing and then work towards a management role in the future. He hopes to do a Master's Degree and continue to work for Steamships.



## Our Success : Intercompany sports

Rugby 7s remains the most favored and loved sport in the history of Steamships inter company competition. In 2016 Steamships broke its tradition of hosting the historic competition in Port Moresby by opting for two venues, Port Moresby and Lae. The company Rugby 7s tournament is twenty two years old and continues to promote the strength of the company and the true spirit of sportsmanship within Steamships. Over the years Steamships Intercompany sports has adopted two more games into the calendar, netball and softball.

This year a total of 86 teams competed in three sports in two major locations over three months (September-November 2016). The games were organized by TRC, an event management company based in Port Moresby. Former international players took out the role of Tournament Directors and consultants (TDs) for the three sports under the management of Sir John Dawanincura and Stephen Dawanincura. The Tournament Directors were Paul Joseph (Rugby 7s); Dick Bart Jr (Softball) and Mona-Lisa Leka (Netball).



*Port Moresby: Consort winning the MDs Cup for netball.*



*Lae : Riback taking out the MDs Cup for netball.*



*POM : Swire Shipping swinging hard to win MDs Cup.*



*Lae: Consort Liners winning the MD's Cup for softball.*



*POM: Smooth sailing for KPS Dockers who took out the MD's Cup.*



*Highlander Eagle 1 taking out the MD's Cup in Lae in this winning try.*



*L-R: Rugby Touch winners Highlander Eagle 2 in Lae and EWT Truckies in POM.*



### **Consort surprises 42 Inmates with early Christmas Gifts!**



*Consort staff and inmates from Buimo Prison pose for a photo.*

Christmas is a time for giving and sharing and as part of our community engagement activity, Consort staff & friends visited the prisoners at Buimo Prison in Lae to share in the Christmas spirit.

The visit to the Buimo female inmates on Sunday 11<sup>th</sup> December was coordinated by staff from Consort who also extended the invitation to the Filipino Community in Lae.

The joint visit with the Filipino Community – Consort IT Analyst Giralde Juralbal and friends was indeed a very successful one.

The idea to visit the Buimo Prison was a result of a brief meeting with the former Commander of the Buimo Women Prison at the Pink Ribbon Day in October at the Yacht club. Judy Tara invited the women to visit the prisoners for the first time.

In preparation for the visit Consort staff sold raffle tickets at one kina and raised K850 to staff, management and friends.

From the monies raised items such as tee shirts, lap laps, and toiletries were purchased and packed in Christmas gift bags. Consort staff provided cooked food, fruits and some treats such as ice cream and cake.

Prima Small goods donated a carton of sausages towards this initiative and we greatly appreciate the assistance as it did compliment the food we prepared.

Consort staff were welcomed to a song sang by the female prisoners on the day followed by prayers and fellowship. Food and gifts were shared followed by sweets.

Consort staff were advised that this gesture of good will was the first of its kind by a corporate company.

Consort are looking forward to more impactful community engagement activities in 2017.

*Story provided by Carolyn Pia'afu-Consort.*

### **Bird of Paradise assists Goroka General Hospital.**



*Staff from Bird of Paradise Hotel donating cleaning detergents to Goroka General Hospital.*

Staff from Bird of Paradise Hotel donated cleaning detergents and equipment to the Accidents and Emergency Ward. Dr Julie Mikaiva thanked the Management of Bird of Paradise Hotel and said that the donation of the cleaning detergents would assist them to keep the wards clean.

### **Steamships donates K10,000 to PNG Paralympics.**

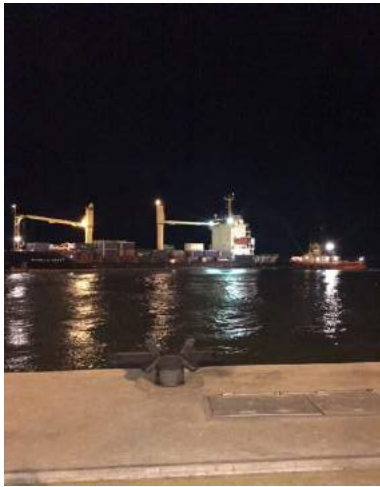


*L-R: Steamships PR Misika Rea and Secretary General of PNG Paralympic Committee Rosemary Mawe at the cheque presentation.*

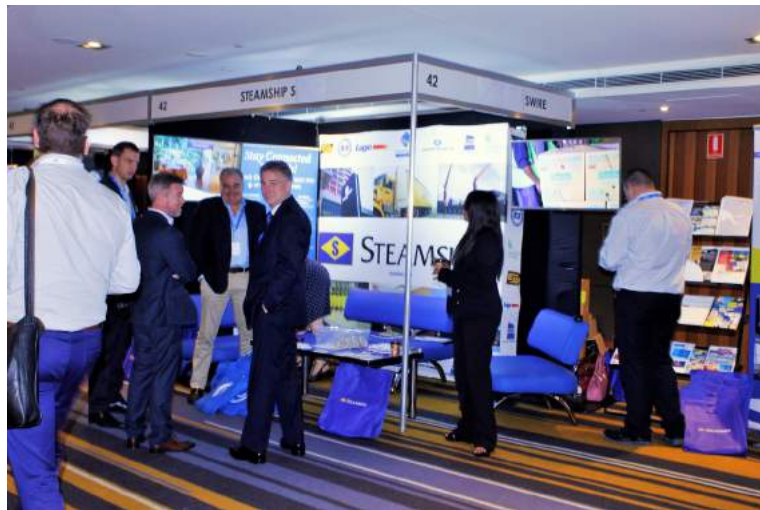
Steamships continues to support the PNG Paralympic Committee with its annual donation of K10,000. Honorary President and Chef de Mission of PNG Paralympic Committee Dr Kefu Ma said that donations from Steamships over 19 years since 1997 have assisted the officials and most importantly the Athletes with Disabilities to prepare for various national and international events. Secretary General of PNG Paralympic Rosemary Mawe thanked Steamships for their continued support and added that the money would greatly assist preparations for the 2017 activities which include the BSP PNG Games in Kimbe in March, then thereafter training program in preparation for the Gold Coast 2018 Commonwealth Games on 4<sup>th</sup> – 15<sup>th</sup> April.

Mawe added that “PNGPC is privileged to have such a premier organisation in the country to support its efforts in realising the dreams of PNG elite Athletes with Disability and we greatly value this partnership”.





Captain Gamage (right), his Chief Officer Michael Magiri Nor (left) and Deck Cadet Jengie Baraino preparing to depart Lae on Gazelle Coast in November.



Steamships Management attending the 14th Mining and Petroleum Conference in Sydney from 5-8th December 2016.



Bottom: Pactow's Taranunga berthed at the Kimbe Port. Photo courtesy of Grant Barret of Swire Shipping Agency. An awesome aerial view of a three Tug Pull outside Motukea in Port Moresby.



Steamships staff at their 2016 Christmas Party.



Grand Papua Hotel paints the town green with their staff Christmas party on Sunday 11 December. Management extended the invite to Ela Beach Hotel, Coral Sea Hotels admin staff, Gateway Hotel and friends.



L-R: Alex Wilson, GM for Grand Papua Hotel and staff Raymond Tankore preparing to paddle from Loloata to Yacht Club in Port Moresby.

Alex Wilson accompanied by staff Raymond Tankore took to the waters last Sunday 18th December and successfully completed an eight hour kayak experience from Loloata outside Port Moresby to the Royal Papua Yacht Club. Alex and Raymond departed Loloata at 6am in the morning and arrived by two thirty in the afternoon, tired yet satisfied.





*Pictured above: Ken Kailey (far left) with all the fire wardens during the fire drill at Consort's head office in Lae.*

Consort Lae staff have gone through an emergency fire drill which was coordinated by the HSSE Coordinator, Ken Kailey.

Preparedness is the key to any effective emergency response. Conducting effective emergency drills helps to determine that Fire wardens, management and employees can competently respond in accordance with the emergency fire and evacuation procedures or other emergency scenario conditions.

Steamship has a safety policy that emphasizes the importance of safety in the workplace, therefore it is important that all staff are aware of workplace safety policies and procedures.

## EWT First Quadruple Road Train

EWT POM have recently started pulling the first quadruple road train. Hooking up two A'trailers and a 40ft heavy duty skeleton trailer onto a prime mover, drivers Mr Sogo Hao & Mr Tom Sare have been able to transport up to 40 empty 20ft containers from EWT Baruni Depot to POM Wharf Shed 4 and Motukea Port in a period of 6 hours. This operation has been made possible by the hard work of EWT management and Training Department in training a few drivers and having the trust and belief that this almost impossible operation could be carried out. All safety measures were taken into consideration prior to the truck being on the road with these containers. EWT is looking at having more semi-trailer drivers trained in pulling this quadruple road train so it can serve its clients to the best of its ability.



*EWT's two A Trailers preparing to move cargoes to Motukea.*



Participants from the 6th Swire Sustainable Development Forum in Hong Kong in November. The forum is an annual event held in Hong Kong for Sustainable Development Management and involves staff from Swire and its private companies. The forum creates opportunities for staff to share ideas and discuss impactful activities to improve business operations. Steamships was represented by David Toua and Misika Rea.

## Life Style Awareness at Bird of Paradise Hotels.



*Standing: HR Manager Elsie Kone, Dr Julie Mikaive (seated on the left) and staff from the Bird of Paradise Hotel in Goroka preparing for the session on Life Style Awareness.*

Hygiene practices are important for those working in Hotels. Staff working at Bird of Paradise Hotel invited Dr Julie Mikaive from the Goroka Provincial Hospital Emergencies and Accidents Ward to do a presentation on Typhoid Awareness.

The aim of the visit was to identify signs and symptoms and how to prevent typhoid and was part of the Life Style awareness campaign.



# Our History: We reflect on 2016

KEERA arrives in Port Moresby in **February**.



Steamships farewells late Captain Togo Panta in **April**.



Supporting water sports in **June** at the 10th Anniversary of Corporate VAA at Ela Beach.



The old Steamships Shipping building is finally demolished in **August**.



The annual inter-company sports kick starts in

**October** with Rugby 7s and Touch Rugby in Lae and then in Port Moresby.



Steamships continues its support to communities in which its businesses operates by donating funds for the World Vision clean up campaign in **May**.



Our commitment to Women's development is seen in our support for WOW Awards in **July** during the launch.



Steamships celebrates Papua New Guinea's 41st Independence in **September** at Harbourside.



In **March** Steamships announces a new partnership with Pat Duckworth in Mt Hagen.



Cassowary Hotel in Kiunga welcomes commencement of the modular build in **April**.



**Left:** Consort welcomes Niugini Coast, a new addition to their fleet in Lae in **November**.



Coral Sea Hotel's Sales and Marketing Manager Deidre Halstead presenting an accommodation voucher to Susil Nelso. Susil was the lucky winner of the business card drop at the 14th Mining and Petroleum Conference in Sydney in **December**.

**Left:** Steamships celebrated the 2016 Staff Christmas Party at the Gantry, Yacht Club. The evening was filled with fun games, food and great company.

## How are our Injury Statistics?

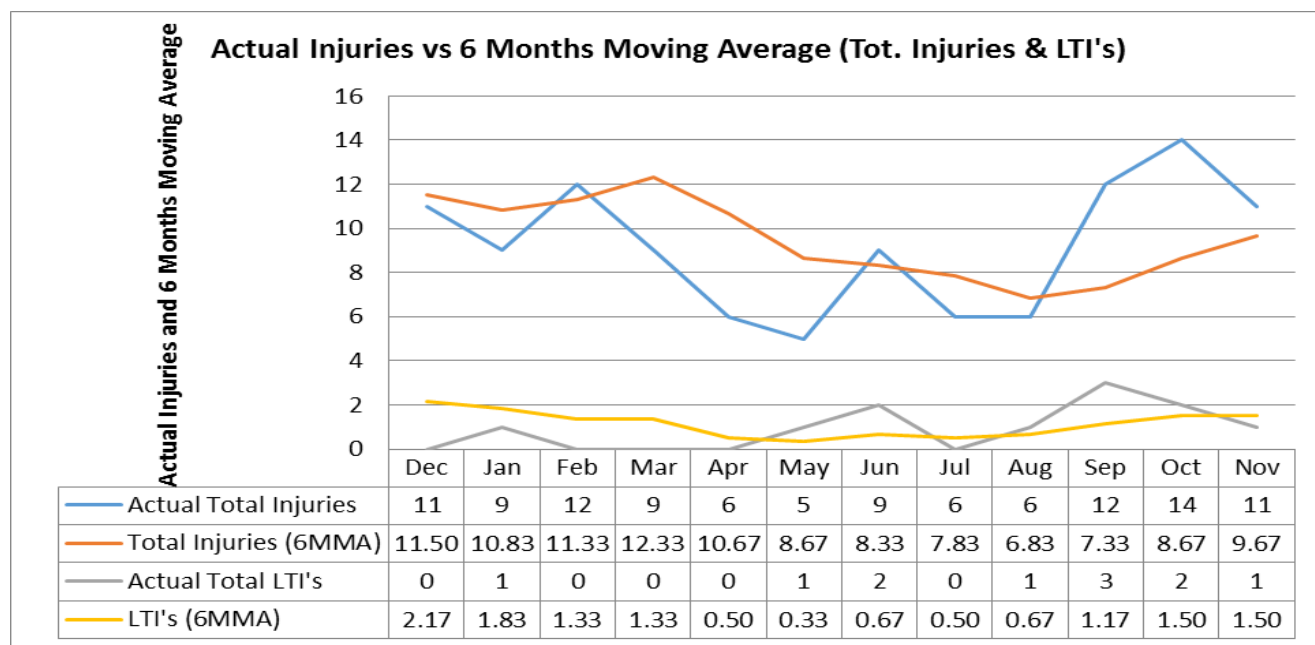


Figure 1: Actual Total Injury &amp; LTI Trending vs 6 MMA

September through to November recorded high injury statistics which can be seen on Figure 1. We remind staff about following good safety habits in work places to avoid injuries. Basic safe work practises must be followed at all levels to avoid causing injury to ourselves and fellow colleagues whilst at work. We must continue to aim for zero injuries each month.

***“No matter how Urgent and Simple a task may look, it must be performed with Safety in mind!!”***

## Focus Awareness – Security in Public Areas during Festive Seasons

It can be **challenging** to manage security in public areas as there is no control over the traffic of people or vehicles. Remember to be diligent and think about your safety and others when traveling. The Festive season is fun and exciting with lots of things to do or even visit family and friends. It is important to be aware of your safety when traveling. While planning for the festive season, please consider the following security tips when moving around;

- **Plan your movement in advance considering safer routes to take, areas to visit, and time to spend.**
- **Always travel and move around in pairs or group in public and areas considered unsafe**
- **Avoid taking valuable items and using them in public areas like expensive mobile phones or jewellery.**
- **Avoid leaving valuable items in vehicles.**
- **Always advise your family members and friends of your movement and whereabouts.**

## BAD BUSINESS PRACTICE IS UNACCEPTABLE!

Are you aware of any unethical conduct, fraud, perceived wrongdoings, or violation of the Steamships Code of Conduct? If so, then our Whistleblower policy, allows you to report any such incident, in the knowledge that it will be done so confidentially and that your identity will be protected at all times!

It's simple. Send a text to **71004481** or an e-mail to, [stcia@steamships.com.pg](mailto:stcia@steamships.com.pg) and the matter will be appropriately dressed. You can mail it to; Steamships Trading Company Limited, c/o Group Internal Auditor, P.O. 1, Port Moresby.